

<b>IN THE MATTER OF</b>	*	<b>BEFORE THE</b>
<b>CAREN O. GLASSMAN, M.D.</b>	*	<b>MARYLAND STATE</b>
<b>Respondent</b>	*	<b>BOARD OF PHYSICIANS</b>
<b>License Number: D54692</b>	*	<b>Case Number: 2220-0267B</b>
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**CONSENT ORDER**

On September 25, 2020, Disciplinary Panel B ("Panel B") of the Maryland State Board of Physicians (the "Board") charged **CAREN O. GLASSMAN, M.D.** (the "Respondent"), License Number D54692, under the Maryland Medical Practice Act, Md. Code Ann., Health Occ. ("Health Occ.") §§ 14-101 *et seq.* (2014 Repl. Vol. & 2019 Supp.). *See also* Health Occ. §15-101 *et seq.* (2014 Rep. Vol. & 2019 Supp.) (the "Maryland Physician Assistant Act"). The pertinent provisions of the Maryland Physician Assistants Act under Health Occ. § 15-402.1 provides as follows:

**Health Occ. § 15-402.1 Employment or supervision of unlicensed physician assistant.**

(a) Except as otherwise provided in this subtitle, a licensed physician may not employ or supervise an individual practicing as a physician assistant who does not have a license.

\* \* \*

(c) A disciplinary panel may impose a civil penalty in an amount not exceeding \$1,000 for a violation of this section.

On November 18, 2020, Panel B was convened as a Disciplinary Committee for Case Resolution ("DCCR") in this matter. Based on negotiations occurring as a result of this DCCR, the Respondent agreed to enter into this Consent Order, consisting of Findings of Fact, Conclusions of Law, Order, and Consent.

## FINDINGS OF FACT

Panel B finds:

### **I. BACKGROUND**

1. At all times relevant to these charges, the Respondent was employed as a physician at a medical office (the "Office")<sup>1</sup> located in Montgomery County, Maryland. The Respondent was originally licensed to practice medicine on May 10, 1999, under License Number D54692. The Respondent's license is current through September 30, 2022.
2. On or about October 17, 2015, the Respondent submitted to the Board a Delegation Agreement (the "Delegation Agreement"), which was subsequently approved. The Delegation Agreement required the Respondent to supervise a physician assistant (the "Physician Assistant"). On or about July 1, 2019, the Delegation Agreement terminated upon expiration of the Physician Assistant's license.

### **II. THE APPLICATION**

3. On or about October 22, 2019, the Physician Assistant submitted an Application for Reinstatement of Physician Assistants license (the "Application") to the Board in which she disclosed that the Physician Assistant's license had expired on June 30, 2019. Under the Employment Activities section of the Application, the Physician Assistant noted that she

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<sup>1</sup> To ensure confidentiality, the names of any patients or health care facilities will not be identified in this Consent Order.

had worked at the Office from October of 2015 to "present." The Physician Assistant further stated that her license had expired prior to submission of the Application due to what she termed an "administrative error." On or about December 19, 2019, the Board reinstated the Physician Assistant's license subject to the requirement that the Respondent and the Physician Assistant submit an updated Delegation Agreement.

4. Based on information contained within the Physician Assistant's Application, the Board initiated an investigation of this matter. In furtherance of the investigation, the Board subpoenaed ten (10) patient records from the Office. The results of the Board's investigation are set forth *infra*.

### **III. INVESTIGATIVE ALLEGATIONS**

5. On or about November 4, 2019, managerial personnel of the Office, in response to inquiry, sent the Board an email confirming that the Physician Assistant had been working for the Office continuously without any "gap in employment."
6. On or about November 5, 2019, the Board received a letter from the Physician Assistant stating that she continued to work at the Office after her license to practice expired and that her daily employment activities included "providing telephonic medical advice" and "updating patient medical records."
7. Prior to and following the expiration the Physician Assistant's license, the Respondent was the primary supervising physician and no other physician was responsible for supervising the Physician Assistant. In response to the

complaint, the Respondent stated that she “was [the] supervising authority and there was clerical error.”

8. On or about April 16, 2020, the Board received ten (10) patient medical records from the Office. Those records indicate that the Respondent supervised the Physician Assistant while the Physician Assistant provided medical care to patients without a valid license.

**Patient A**

9. On or about August 29, 2019, the Physician Assistant treated Patient A for a cough with congestion. The Physician Assistant diagnosed Patient A with acute obstructive laryngitis before providing prednisolone to Patient A for treatment.

**Patient B**

10. On or about September 30, 2019, the Physician Assistant treated Patient B for a fever. The Physician Assistant diagnosed Patient B with acute suppurative otitis media without spontaneous rupture of ear drum. The Physician Assistant prescribed amoxicillin to Patient B for treatment.

**Patient C**

11. On or about November 6, 2019, the Physician Assistant performed a routine child health examination on Patient C without abnormal findings. Patient C received an intramuscular flu shot.

**Patient D**

12. On or about November 27, 2019, the Physician Assistant treated Patient D for right ear pain. The Physician Assistant diagnosed Patient D with

swimmer's ear. The Physician Assistant prescribed ofloxacin to Patient D for treatment. The Respondent noted in the patient's records, "I agree with the above assessment and plan. Caren Glassman, MD."

13. The Board's investigation determined that between July 1, 2019 and December 18, 2019, the Respondent supervised the Physician Assistant without a valid license and permitted the Respondent to practice medicine in the absence of a valid license since July 1, 2019.

### CONCLUSIONS OF LAW

The Respondent's actions, as described above, constitutes, employing or supervising an individual practicing as a physician assistant who does not have a license, in violation of Health Occ. § 15-402.1. The Panel's charge alleging a violation under Health Occ. § 14-404(a)(3)(ii) is dismissed.

### ORDER

It is thus by Disciplinary Panel B of the Board, hereby:

**ORDERED** that within thirty (30) days of the effective date of this Consent Order, the Respondent, Caren O. Glassman, M.D., License No. D54692, shall pay a civil fine of \$1,000. The Payment shall be by money order or bank certified check made payable to the Maryland Board of Physicians and mailed to P.O. Box 37217, Baltimore, Maryland 21297. The Board will not renew or reinstate the Respondent's license if the Respondent fails to timely pay the fine to the Board; and it is further

**ORDERED** that the effective date of the Consent Order is the date the Consent Order is signed by the Executive Director of the Board or her designee. The Executive Director or her designee signs the Consent Order on behalf of the disciplinary panel which

has imposed the terms and conditions of this Consent Order, and it is further

**ORDERED** that this Consent Order is a public document. *See* Health Occ. §§ 1-607, 14-411.1(b)(2) and Gen. Prov. § 4-333(b)(6).

***Signature on File***

12/02/2020  
Date

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Christine A. Farrelly  
Executive Director  
Maryland State Board of Physicians

## CONSENT

I, Caren O. Glassman, M.D., acknowledge that I have consulted with counsel before signing this document.

By this Consent, I agree to be bound by this Consent Order and all its terms and conditions and understand that the disciplinary panel will not entertain any request for amendments or modifications to any condition.

I assert that I am aware of my right to a formal evidentiary hearing, pursuant to Md. Code Ann., Health Occ. § 14-405 and Md. Code Ann., State Gov't §§ 10-201 *et seq.* concerning the pending charges. I waive this right and have elected to sign this Consent Order instead.

I acknowledge the validity and enforceability of this Consent Order as if entered after the conclusion of a formal evidentiary hearing in which I would have had the right to counsel, to confront witnesses, to give testimony, to call witnesses on my behalf, and to all other substantive and procedural protections as provided by law. I waive those procedural and substantive protections. I acknowledge the legal authority and the jurisdiction of the disciplinary panel to initiate these proceedings and to issue and enforce this Consent Order.

I voluntarily enter into and agree to comply with the terms and conditions set forth in the Consent Order as a resolution of the charges. I waive any right to contest the Findings of Fact and Conclusions of Law and Order set out in the Consent Order. I waive all rights to appeal this Consent Order.

I sign this Consent Order, without reservation, and fully understand the language and meaning of its terms.

11/30/20  
Date

***Signature on File***

Caren O. Glassman, M.D.  
Respondent

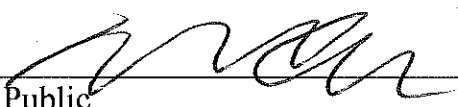
**NOTARY**

STATE OF MARYLAND

CITY/COUNTY OF MONTGOMERY

I HEREBY CERTIFY that on this 30th day of  
NOVEMBER, 2020, before me, a Notary Public of the foregoing State and  
City/County, did personally appear Caren O. Glassman, M.D., and made oath in due form  
of law that signing the foregoing Consent Order was her voluntary act and deed.

AS WITNESSETH my hand and seal.

  
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Notary Public

My commission expires: 02/09/2021

